

to the postal clerks in cities, being those of large size down to the smaller ones. I think the officials of his own department admit that these employees should be in another class. I was in his department the other day, and the officials admitted that there ought to be something done in that regard. I would therefore ask the minister if, in undertaking a reclassification of mail clerks and letter carriers, he would carry out also a reclassification of the employees to whom I have alluded.

Mr. VENIOT: I would not undertake to make a reclassification. The statement I made was that I would look into the matter and see if a reclassification is justified. Before I make a promise of that kind, I should like to see whether I would be justified in doing it or not. However, I will look into the matter.

Mr. SPENCE (Parkdale): Much as I sympathize with the Secretary of State, I do not see any reason why, if he exercises good judgment, he cannot get out of the entanglement which seems to exist in connection with this matter. To my mind the course he should pursue is to use everybody alike. There never was a reclassification which was satisfactory to the civil service. I have never heard of such a one yet, certainly not in Toronto, and I have lived in that city for forty years. The reclassification in the present case is not satisfactory to the men. What they want is an increase of pay. Let us leave the cost of living out of the question; let us get away from the question of the bonus and the increase the men got in 1923. There seems to be a misunderstanding between the men and the government. The men claim that the \$60 they are getting at this time is simply an adjustment. We have a splendid esprit de corps among the men in the different branches of the public service in the city of Toronto and why should we jeopardize its continuance. If dissatisfaction exists among any group of employees you cannot expect loyalty from them, and if you do not increase their salaries you will arouse a feeling of dissatisfaction. Personally, I think their salaries should be increased. I have no particular sympathy with a discussion of this kind, nor have I ever listened to representations by the letter carriers or mail clerks. I have received letters and telegrams on the matter but have never read them. However, I have been in business long enough to know that you must satisfy men before you can get loyal service from them. Our letter carriers and mail clerks in Toronto are good all round men. I am not talking

for the sake of getting votes, nor with the idea of promoting any political object. But dissatisfaction has been so rife and calamity howling has been going on for months to such an extent that I think we ought to give these employees the increase in salary for which they ask. Then let the matter rest for another five years unless an increase in the cost of living necessitates action at an earlier date. We all know how efficiently the mail clerks perform their work. We all know how well the letter carriers discharge their onerous duties. I have seen letter carriers issuing from post offices so loaded down with mail matter that the burden was enough to kill two men let alone one. The letter carriers in Toronto are certainly not getting a fair wage for the work they are doing. In the business world there are a number of men who are paid more for doing less work. If business men treated their employees as the government does mail clerks and letter carriers, they would not get any loyalty at all. I think the best plan to adopt would be to give this increase of \$120 and bring about the readjustment for which the men are asking. In order to put an end to the bickering and complaining I would say: Make it an increase of \$120 all round and let it go at that.

Mr. LAVIGUEUR: Last week I read to the House a telegram which I had received from Branch No. 5 of the Federated Association of Letter Carriers of Quebec, who complained that they were suffering from discrimination in the matter of the \$120 increase and asked for a reconsideration of their case. The hon. Secretary of State announced at the time that the claim of these men would receive consideration. I understand that the Postmaster General now states that he is willing to go into the matter again, that he is willing to meet representatives of the men and discuss their claims, and see if the classification cannot be changed. May I say that I would view with great pleasure any arrangement that would give satisfaction to these worthy employees of the Post Office Department.

Mr. PETTIT: I wish to endorse all that has been said on behalf of the letter carriers, and that remark applies also to the railway mail clerks. There are no more faithful officials in any branch of the civil service than the mail clerks and the letter carriers. They are mostly married men with families, and in my opinion they have been receiving far too little remuneration in the past for the splendid services they render to the public. The amount of increase now proposed is, I believe, not at all adequate; it should be substantially larger.